

PUBLIC EMPLOYMENT STUDY COMMITTEE

Report to the Legislative Council
and the Members of the
Second Session of the Sixty-seventh General Assembly

State of Iowa
1978

1977 PROGRESS REPORT

PUBLIC EMPLOYMENT STUDY COMMITTEE

December, 1977

Organization

The Public Employment Study Committee was created by the Legislative Council at its August 9-10, 1977 meeting to review the civil service laws, the merit employment laws, and the collective bargaining law and to make recommendations relating to the resolution of any conflicts and the modernization of public personnel administration.

The membership of the Public Employment Study Committee is as follows:

Representative John H. Connors, Chairperson
Senator Minnette F. Doderer, Vice Chairperson
Senator James E. Briles
Senator William D. Palmer
Senator Cloyd E. Robinson
Senator Forrest V. Schwengels
Representative Donald D. Avenson
Representative Glenn F. Brockett
Representative Neal Hines
Representative Nancy J. Shimanek

Meetings

The Study Committee held three meetings and scheduled a fourth meeting which was not held because of inclement weather resulting in the lack of a quorum. The meetings were held on September 29, 1977, October 14, 1977 and November 4, 1977. The fourth meeting was scheduled for December 9, 1977.

Issues

At its September 29 and October 14 meetings, the Study Committee received recommendations from representatives of public employers, public employee organizations, and the Iowa Department of the American Legion.

The following major issues were presented to the Study Committee:

1. Review and revise Chapter 400 of the Code with specific reference to the selection of civil service commission chairpersons, employees exempt from civil service, the filling of certain vacancies by promotion only, the application of veterans preference, the status of chiefs and assistant chiefs of police and fire departments, and the jurisdiction of civil service commissions to hear and determine matters relating to the rights of employees.

2. Provide that the provisions of a negotiated collective bargaining agreement prevail over conflicting statutes which relate to negotiable items. Also included is a proposal that negotiated agreements having alternative teacher dismissal procedures meeting minimum procedural and substantive due process standards be used in lieu of Chapter 279 of the Code.

3. Define job classification in Chapter 20 of the Code to clarify what aspects are negotiable and what aspects are not.

4. Amend impasse procedures to restrict an arbitrator's choice to the last best offer of management or the employees only.

5. Review veterans preference laws. There are three separate methods in Iowa. Under state merit employment, five or ten points (ten points for disabled) are added to the veteran's test score. The test score plus preference points will determine whether the veteran is placed on the eligibility list with other applicants for an original appointment or a promotion but no further preference is given over other eligible applicants. Under city civil service, no points are given, but a veteran must be given preference if otherwise qualified for an original appointment. No preference is given for promotions under city civil service. For other public employees not under a merit system or city civil service, preference under Chapter 70 of the Code for both appointment and promotion must be given to a veteran over a nonveteran applicant of no greater qualifications.

6. Adopt a public personnel administration system to apply uniformly to public employees in the areas of recruitment, testing, appointment, promotion and dismissal.

Recommendations

At its third meeting on November 4, the Study Committee voted the following recommendations which are subject to final approval of the Committee:

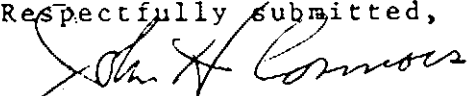
1. The Public Employment Study Committee recommends the establishment of a uniform public personnel administration law for the state and its political subdivisions which includes provisions for position classification, recruitment, appointment, promotion and discipline based on merit principles.

2. The Public Employment Study Committee recommends the adoption of a salary plan for classified positions excluding professional staff and employees under an apprenticeship program, which provides for the possibility of the attainment of the maximum salary assigned to such classified position within the minimum amount of time following successful completion of probation. The Study Committee finds that the administration of a multi-step salary plan tends to emphasize tenure over the qualifications and performance of personnel.

Final Meeting

The Study Committee plans to hold its fourth meeting during the early part of the 1978 Session of the General Assembly to complete its recommendations. As noted earlier in this report, the fourth meeting was scheduled for December 9, 1977, but could not be held due to inclement weather resulting in the lack of a quorum.

Respectfully submitted,


Representative John H. Connors, Chairperson
Public Employment Study Committee